



Lake County

JSEC Insider

Thank You!!!!

Thanks to our Workshop **Sponsors** who made the **2008 Steve McCoy Workshops** and the ABC Clinic such a huge success!!

DRS Technologies
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Montana Economy at a Glance

Montana's seasonally-adjusted unemployment rate increased to 4.6% in September 2008 from 4.4% in August. The U.S. rate remained steady at 6.1% over the month.

Montana's seasonally-adjusted non-agricultural payroll employment decreased by 1,500 jobs (-0.3%) from August to September 2008. The two sectors that experienced gains were Manufacturing (+0.5%) and "Other Service" (+0.6%), each of which added 100 jobs over the month.

Research and Analysis Bureau "Montana's Workforce Information Center" can be viewed on line @ www.ourfactsyourfuture.org

Human Rights Update

According to the MT Human Rights Bureau, the highest number of complaints filed from July 1, 2007 - June 30, 2008 pertained to disability (269), sexual harassment (171), retaliation (124), and age (124). The Montana Human Rights Act and the Americans with Disabilities Act (ADA) prohibit discrimination in employment to an applicant or employee because they have a physical or mental disability. An employer may have additional obligations under the federal Family Medical Leave Act. For information regarding this law, contact the U. S. Department of Labor at 801-524-5706. A disability can be easily recognized or it may develop during the course of employment. Knowing more about employee rights and employer obligations can help to reduce these claims. Refer to the website: <http://erd.dli.mt.gov/humanright/employdiscrimdisability.asp> for information regarding employment rights, who is covered, requests for reasonable accommodation, and examples of accommodation in employment. Remember that Montana law may differ from Federal law.

Montana Minimum Wage Increase Effective January 1, 2009

Pursuant to Montana Code Annotated 39-3-409, the Montana minimum wage will increase to **\$6.90** effective January 1, 2009.

The law requires an adjustment to the minimum wage to be calculated no later than September 30 of each year based upon any increase in the U.S. City Average Consumer Price Index for All Urban Consumers from All Items (CPI) from August of the preceding year to August of the year in which the calculation is made. This amount is to be rounded to the nearest five cents.

The current 2008 minimum wage rate is \$6.55. Based on an increase in the CPI of 5.4% from August, 2007 to August, 2008, the calculation used for determining the minimum wage rate for 2009 is as follows: $\$6.55 \times 5.4\% = \$.35 = \$6.90$

Information relating to Montana's minimum wage may be downloaded from DLI's website at www.mtwagehourbopa.com



Mission Valley One Stop Workforce Center
Lake County Job Service
417 B Main Street
Polson, MT 59860



“Empowering a Layoff”

If you're facing the unfortunate action of having to lay off workers, then consider Job Service as a resource partner. Job Service provides a rapid response service team that will visit any business to discuss the resources that are available to you and your employees. Whether the situation is seasonal or permanent, employer and employee information about filing for Unemployment Insurance, registering for work searches and referrals, application fundamentals, resume writing and testing services provide an empowering option to what could otherwise be a hopeless situation in people's lives. If you would like more information about the Rapid Response program and other business resources, please call Richard Ayres at 883-7882 or Todd Erickson at 883-7885, and we will assist you confidentially and professionally - at no charge.

Upcoming Workshop

Employee Handbook Series **“Building Relationships with Your Employees”**

Every Tuesday or Thursday for 10 weeks
from 8:30am - 10:30 am

Flathead Valley Community College, for more
information & to sign up call Cindy Carpenter
@ 871-2574 or www.employflathead.com

JSEC Members

Marilyn Becker, OPA, Chair
Michelle Cope, V. Chair, Lake Co. Leader
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Mike McReynolds, UPS Store
Heather Knutson, Country Foods
Jessie Miller, First Citizens Bank
Tina Oliphant, LCCD

New 5 in 1 posters at NO Charge

Contact the local Workforce Center or
Todd Erickson,
Business Resource Consultant
883.7880

JSEC Representatives

Marilyn Becker, JSEC Chair
Todd Erickson, Coordinator
Patti Patterson, Co-Coordinator
Job Service Manager, Debra Krantz

To keep current on Wage & Hour laws;
new available resources, new employer
information, upcoming Work Shops;
previous Newsletters: visit our website:
employlakecounty.com or call Todd
Erickson, Business Resource Consultant @
406.883.7885 email: toerickson@mt.gov
Hours: Monday-Friday 8:30-5:00